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GOVERNMENT OF INDIA  
MINISTRY OF LABOUR  
RESOLUTION

*New Delhi, the 10th October 1947*

**No. LR-2(111).**—In pursuance of paragraph 8 of Resolution No. LR-2(109), dated the 12th May 1947, the Government of India in the Ministry of Labour appointed a Fact Finding Committee to report on the grant of monetary benefits and concessions to colliery workers in the Central Provinces and Berar and in Orissa, on lines similar to those granted to colliery workers in Bengal and Bihar as a result of the recommendations of the Board of Conciliation (Colliery Dispute). The Committee has now submitted its report (*vide* Annexe) and the recommendations made have the approval generally of the employers' and workers' interests concerned, subject to one reservation on behalf of employers, namely, that the selling prices of coal should be suitably increased so as to enable the Industry to meet the liabilities accruing from the recommendations. The recommendations of the Committee are briefly summarised below.

**2. Wages.**—After taking into account the variations in the working conditions in Central Provinces and Berar and Orissa as the extensive use of explosives, use of machinery etc., the Committee has recommended in the case of Central Provinces and Berar:—

(i) in the case of coal cutters, an increase of 33½ per cent. over the 1939 wage which is assumed to have been 12 annas per 33½ c.ft. of solid coal;

(ii) for underground loaders and trolley-men, an increase of 50 per cent. over the 1939 basic wage;

(iii) for adult male time-rated workers, both underground and surface, a minimum wage of 8 annas per day and for female labour 6 annas per day; and

(iv) for all other workers, underground or surface, who are now in receipt of basic wages between 8 annas and Rupee 1 a day and are not otherwise benefited by the general increase in the basic rates now proposed and have had no increase since 1st July 1946, an increase of 12 per cent. over their 1939 wage.

**3.** As regards the Hingir-Rampur collieries in Orissa, the Committee recommends that blasters (or coal cutters) should be allowed 33½ per cent. increase over their present basic wage and the loaders and trimmers a 50 per cent. increase.

	Proposed Scale	Minimum
	Per cent	Rs. a. p.
For workers drawing a basic wage up to Rs. 30 p. m. . .	100	11 4 0
For workers drawing a basic wage of Rs. 31 to 100 . .	66½	30 0 0
For workers drawing a basic wage of Rs. 101 to 300 . .	40	66 10 0

For Hingur-Rampur collieries, the Committee recommends a flat rate of 100 per cent. of the basic wage.

5. **Bonus.**—The Committee favours the payment of an annual bonus of four months' basic wages, for all workers in Central Provinces & Berar and Orissa drawing up to Rs. 300 per month, on the lines recommended by the Board of Conciliation. The bonus is subject to the same conditions and methods of calculation as in the case of collieries in Bengal and Bihar except that it will be paid quarterly and that the qualifying attendance will be 60 days per quarter for underground workers and 65 days per quarter for surface workers.

6. **Lead and Lift Rates.**—The Committee recommends the same scales of 'lead and lift rates' as those proposed by the Conciliation Board for Bengal and Bihar. The Committee is of the view that 'lead and lift rates' should be considered as an allowance and not as part of the basic wages.

7. **Provident Fund.**—The Committee has recommended the institution of a Provident Fund scheme on the same lines as for collieries in Bengal and Bihar.

8. **Cost of explosives, kerosene oil, etc.**—Hitherto, the cost of explosives, kerosene oils, picks, shovels, etc., supplied to the workers has been recovered out of their wages, but this practice should stop and all charges should be borne by the collieries themselves.

9. The other minor recommendations of the Committee relating to cloth and grain concessions, standardisation of tubs, etc., do not require any special mention.

10. The Government of India accept the recommendations of the Committee with the proviso that there shall be no reduction in the basic wage of any worker where it is higher than what would be admissible under the Committee's recommendations, and subject to clarification in subsequent orders as to whether "lift and lead" payments should be regarded as an allowance or as a part of basic wages. The Government trust that the mine owners will take necessary action to give effect to these decisions with effect from the 10th October 1947. An announcement is being made separately by the Ministry of Industry and Supply regarding increase in the prices of coal.

**ORDER.**—Ordered that a copy of the Resolution be communicated to all Provincial Governments, all Chief Commissioners, the several Ministries of the Government of India, the Cabinet Secretariat, the Central Board of Revenue, the Auditor General, the Chief Labour Commissioner (Central), the Economic Adviser to the Government of India, the Director of Commercial Intelligence and Statistics, Calcutta, the High Commissioner for India in London and all recognised Chambers of Commerce and Associations.

**ORDERED** also that the Resolution be published in the *Gazette of India*.

**REPORT OF THE FACT FINDING COMMITTEE ON THE GRANT OF  
MONETARY BENEFITS AND OTHER CONCESSIONS TO COLLIERY  
WORKERS IN O.P. & BERAR AND HINGIR-RAMPUR COLLIERIES.**

In pursuance of paragraph 8 of Resolution No. LR-2(108), dated the 12th May 1947, the Government of India in the Department of Labour announced the appointment of a Fact Finding Committee with a view to taking appropriate action on the report of the Board of Conciliation (Colliery Disputes) appointed under their notification No. LR-2(98), dated 5th February 1947.

2. The Committee, consisted of:—

Mr D. G. Jadhav, B.A., LL.B.,

Regional Labour Commissioner (Central), Southern Zone, Bombay, and

Mr A. B. Guha, B.Sc. (Min. Bir'ham), A.M.I.Min.E. (London),

Controller of Collieries, Ballarpur, etc. Nagpur.

3. The main functions of the Committee were to report on:—

(a) the present rates of basic wages, lead and lift rates, dearness allowance and other concessions to workers corresponding to the main categories referred to in paragraph 17(2) of the Report of the Board of Conciliation and to such other distinct categories of workers in respect of whom the Committee may consider it necessary to make recommendations.

(b) what increases in basic wages, lead and lift rates, dearness allowance, and other concessions, should be allowed to the main categories referred to in (a) above so as to give colliery workers in the Central Provinces concessions equivalent to those given in similar categories of workers in the Bengal and Bihar Coalfields.

4. The Committee was also asked, provided it had adequate time at its disposal to report on the level of wages, dearness allowance and other concessions and costs of living for urban industrial labour, as compared with those of rural colliery labour in the Central Provinces and in the Provinces of Bengal and Bihar, both at the existing rates and on the basis of the Committee's recommendations. A copy of the press note issued later on, dated the 24th June 1947, is at Appendix I

5. The Government of India, later on, extended the scope of the Committee to include the Hingir-Rampur Collieries situated in Orissa also. (Appendix II).

6. The Committee started functioning immediately on receipt of the above instructions and issued a general circular (Appendix III and III-A) to all the colliery owners in the Central Provinces requesting them to furnish information about the different categories of workers employed; rates of basic wages of each category on 1st August 1939, 1st December 1940, 1st December 1946 and present rates; system of payment; rates of dearness allowance granted from time to time; details of foodstuffs and cloth supplied together with any other amenities provided, giving in each case the extent of concessions and cash value, thereof; capacity and rates of payment per tub; average number of hours per day and average number of days per week worked by an employee.

7. The following Colliery owners were addressed to:—

1. Messrs. Shaw Wallace & Co. Colliery Owners, Parasia, C.P.
2. Messrs. R. S. H. Verma and M. Kanhaiyalal & Co., Ltd., Colliery Owners Parasia Colliery Chhindwara, C.P.  
Messrs. Ahsan Abdul Ali Colliery Owners, Bhandra Colliery, Nagpur.
3. The Newton Chalk Collieries Ltd., Parasia, C.P.  
The Manager, Beruni Colliery, Parasia.
4. The Manager, W. S. Colliery, Parasia, C.P.
5. Messrs. Waheer Bhai Sons, Colliery Owners, Chogri Berkui Colliery Chogri, C.P.
6. R. S. P. S. S. Sons, Colliery Owners, Chogri Colliery, Chogri, C.P.
7. Messrs. Kisan Chandra Colliery Owners, Dhao Colliery, Chogri, C.P.
8. Messrs. Mirilal Mehta & Sons, Colliery Owners, Ambara Colliery, Junnordeo C.P.
9. Messrs. N. H. Chandra & Co. Ltd., Colliery Owners, Palachoursi Colliery, Junnordeo C.P.
10. The Kohia Hirdagarh Co. Ltd., Colliery Owners, Kolhia Colliery, Kolhia, C.P.
11. The C.P. Syndicate Ltd., Colliery Owners, Kalichhapera and Demua Collieries, Nagpur.
12. Mr. Nandlal, Colliery Owner, Gajandeh and Haranbhata Collieries, Chhindwara, C.P.
13. Messrs. Dalmia Jain & Co. Ltd., Colliery Owners, Junnordeo No. 1 Colliery, Junnordeo, C.P.
14. Mr. I. A. T. Warde, Colliery Owner, Chorawari Kalan Colliery, Chorawari, C.P.
15. The Nirdagarh Collieries Ltd., Colliery Owners, Hirdagarh Collieries, Chorawari, C.P.
16. The Ballarpur Collieries Co. Ltd., Colliery Owners, Nagpur.
17. The Rakhikol Collieries Ltd., Colliery Owners, Rakhikol Collieries, Rakhikol, C.P.
18. The Chairman, C.P. and Berar Mining Association, Coal Committee, Hirdagarh, Chhindwara, C.P.
19. Amrit Lal Ojha & Co., Colliery Owners, Bombay.

8. The Committee also appointed two investigators to collect, compile and check wage statistics from a few selected collieries in Bengal and Bihar for purposes of comparison.

9. Apart from inviting some of the important colliery owners individually to represent their cases and cite such evidence as they deemed fit to substantiate their case the Committee of the C.P. and Berar Mining Association was asked to represent, if it were possible, in a consolidated statement the case of all its members collectively. The Indian Miners' Federation, Calcutta, and Indian Colliery Owners' Association, Jharia, Bihar, were also approached for the supply of information, on the lines mentioned above, with regard to those collieries in the Central Provinces, as were members of their respective organisations.

10. The Unions catering for the labour employed in collieries in the Pench Valley, Kunhan Valley as well as Wardha Valley were also requested to submit statements on the wage structure of some of the important collieries together with their suggestions and such other information as they thought would be helpful to the Committee.

11. All the parties concerned were requested to send their statements in time to reach the Committee by the 23rd June 1947, as it was proposed to hold consultations and discussions with them from that date.

12. Out of the 21 colliery Managements thus addressed, 14 responded to the questionnaire issued on lines indicated in para. 8 above. While the Coal Committee of the C.P. and Berar Mining Association offered its full co-operation and supplied all the information called for, the Bengal and Bihar Associations excused themselves on the plea that the time limit fixed for the submission of the Statements was too short and that since practically all the colliery owners affiliated to these Associations were also members of the C.P. and Berar Mining Association, they would represent the case through the latter.

13. The Colliery owners in the C.P. decided to represent their case collectively through the Coal Committee of the C.P. and Berar Mining Association, who were met on four occasions June 23, 25, and 26 at Chhindwara and July 2 at Nagpur. The representatives of the following colliery owners in Pench Valley were interviewed separately at Chhindwara.

Messrs. Shaw Wallace & Co., Newton Chickli.

Messrs. Dalmia Jain & Co.

Messrs. C.P. Syndicate.

14. At Chhindwara, the Committee visited Chandametta and Newton Chickli collieries and some of the Dhourbas of Rawanwarh collieries occupied by workers and had talks with some of them, picked up at random. The Committee consulted the Senior Inspector of Mines on technical matters and the Sub-Divisional Officer, on the cost of living in Chhindwara area in general and the mining area in particular. The Committee also had a talk with the Secretary of the Special Mining District Local Board, Chhindwara.

15. The C.P. Mine Workers' Union, Chhindwara, led by its President, Mr. R. S. Ruikar, and Secretary, Mr. R. K. Naldulkar, represented the case of the workers in the C.P. while Mr. Amrit Rai, Secretary of the Chhindwara Branch entered a statement on behalf of the Mahakoshal Provincial Congress Mazdoor Sangh.

16. It was impressed upon the Committee that the Mining and Working conditions in the Pench Valley differed materially from those prevailing in Wardha Valley, and that in order to be able to appreciate the position fully, it was advisable that the Committee should pay a visit to one of the collieries either at Ballarpur or Chanda. The Committee, therefore, visited the Ballarpur Collieries in the District of Chanda.

17. There they met the representatives of the following collieries:—

Rajpur Colliery,

Gugus Colliery,

Shree Mahakali Coal Mines Ltd.,

Ballarpur Collieries Company,

and the representatives of the following unions; Colliery Majur Seva Sangh, Chanda President Mr. P. M. Bhimanwar. Ballarpur Colliery Mazdoor Union, Mr. Md. Havat Azad.

18 In order to study and compare the wage structure, mining and working conditions in C.P. with those obtaining in Bengal and Bihar, the Committee paid a flying visit to Dhanbad and held discussions with the Managements of the following collieries and inspected a few of them.

- (1) Digwadih Colliery,
- (2) Tirsa Quarry of Diamond & Co.,
- (3) Jitpur Colliery,
- (4) Jamadoba Colliery,
- (5) Sijua Colliery in Jharia.

19. They also managed to meet the following members of the Board of Conciliation:—

- (1) Mr. D. R. Rathor, Member, Indian Colliery Owners' Association.
- (2) Mr. P. C. Bose, Representing Colliery Labour.
- (3) Mr. S. P. Tarleton, Representing I.W.A., Calcutta.

and had personal discussions with:—

- (1) Mr. Kapoor Jitpur, Manager, Colliery Indian Iron and Steel Co.
- (2) Mr. S. C. Ghose, Deputy Superintendent, Tata Collieries, Dhanbad.
- (3) Mr. B. Mitra, Assistant Coal Superintendent, Dhanbad.
- (4) Mr D. Narsingh, M.A., LL.B., Conciliation Officer, (Central), Dhanbad.

with a view to ascertaining the procedure and method of implementing the Board of Conciliation award and the result obtaining thereof.

20. A visit was also paid to Hingir-Rampur Colliery where consultations were held with the Manager of the Colliery and also Mr. Kuntia, the Secretary of the Sambulpur Colliery.

21. **Wages—Coal cutters.**—Owing to the lack of uniformity in working conditions the amount of physical energy expended by underground workers varies from pit to pit, according to the toughness or otherwise of the coal, size and inclination of the seam, and chiefly, the mining method—mechanical or manual—practised in any particular locality. For instance, in Bihar and Bengal, the coal cutter performs the dual duty of cutting and loading the coal. In Bengal and Bihar, the use of explosives is not so common. In C.P. explosives are used extensively and the miners do not use the pick so much as do the miners in Bengal and Bihar. In Hingir-Rampur Colliery, the cutters do not use the pick at all. Every ounce of the coal there is won by explosives. Pick is not the implement the coal cutter takes with him down the mines, it is the crowbar, with which he drills holes and dresses the coal face. In some collieries mining operations are done by machines, but the vast majority of mines in C.P. employ manual labour. Where, however machines are used, the working conditions of the miner become less strenuous.

22. In Bengal and Bihar, where the miner cuts and loads his own coal; payment is made on the basis of tub-loads. In C.P. payment to the Coal cutter is made by measurement on the basis of footage while the loading is left to the tub-filler. There being no uniformity of wages, each colliery has fixed its own rates according to the prevailing conditions of work. From the statements submitted to us and from the discussions we had had with the managements and labourers of the collieries of all standings, we have arrived at the conclusion that a miner in the Pench Valley, given the average conditions can cut at least 33-1/8 c.ft. of coal in solid per shift of 8 hours. In 1939, at the rates then prevalent, viz. Rs. 2/4/- per 100 c.ft. he cuts 33-1/8 c.ft. on coal in solid and received As. -/12/- per day. The Huges & Weston Report on Labour in

Coal Mines in C.P. and Berar mentions the same figure. It states that while in C.P. (Pench) the average earning of a coal cutter in 1939, was -/12/- per day, in Bihar and Bengal, it was only -/9/9 and -/9/- respectively. This is explained by the fact that the wages in C.P. for coal cutters have always been more favourable than those in Bengal and Bihar. We too have personally verified the correctness of these figures. This might have been considered desirable at that time to ensure that the wage rates for colliery workers should be sufficiently attractive to draw labourers to the coalfields. Scaling down at this stage of these rates, initially fixed rather high, would, we are afraid, lead to serious repercussions in the coal industry of the Province. We have, therefore, accepted this figure of -/12/- per day for the coal cutter who cuts by hand as his basic wage in 1939 the year which has been taken by the Board of Conciliation for purposes of comparison. The circumstances which moved the Board to consider the nature of coal cutters work as strenuous, thereby meriting special treatment, exist in the C.P. coal-fields also. But we are of the opinion that instead of the 50 per cent. increase in basic wages, recommended by the Board, for Bengal and Bihar workers, 33-1/3 per cent. would meet the requirements of the case in C.P. This increase therefore we consider as a fair one. The increase in wage should no doubt improve the standard of living of the workers but it should also correspond to the variations in the cost of the items necessary for human sustenance and their availability in the locality. This increase therefore would still maintain the difference in pay, in favour of the C.P. workers as heretofore:—

Bengal and Bihar			C. P.		
Loading one tub of 36.00 c.ft. capacity			Basic rate for 100 c.ft. of solid coalcut in 1939		
	Rs.	as. ps.		Rs.	as. ps.
Basic wage . . . . .	0	8 0	Basic wage . . . . .	2	4 0
50% increase . . . . .	0	4 0	33 1/3 increase . . . . .	0	12 0
<hr/>			<hr/>		
New basic wage . . . . .	0	12 0	New basic wage . . . . .	3	0 0
			Daily work done 33 1/3 c.ft. . .	1	0 0
Difference . . . . .	0	4 0			

23. **Underground Loaders—(Trammers in Wardha Valley).**—In the Central Provinces, the loaders gather coal from the working face, with a shovel, and carry it in baskets, to the tub over a distance of one or two pillars. They are also called Tub-fillers and Trammers. This work was originally done by female labour (Reja) who worked side by side with their menfolk, when the former were permitted to work underground. Now this work is done by men. The loader, in the C.P. coalfields, can fill on an average in a shift of 8 hours four tubs of various capacities. But much of his progress depends upon the quantity of the coal left behind by the cutter and on the availability of the tubs. In 1939, the average rate for filling a tub of 33.75 c.ft. was As. -/2/- per tub when a loader could earn approximately As. -/8/- a day. There is no gainsaying the fact that loading process causes exhaustion and fatigue. It is all the more so, in places where galleries are not sufficiently high to enable a loader to carry baskets on his head, and where he has to bend so low as to crouch along carrying the load on his hip. The Chandametta colliery in Parasia, Pench Valley, is a case in point. This colliery was visited by us and we left with no doubt in our minds as to the arduous nature of the loader's job and the trying conditions under which he worked. We were, therefore, not surprised, during the course of our investigations to hear from the em of ———— of ————

more important and progressive collieries, complaints about the shortage of this class of labour as compared to the coal cutters and other underground workers. The job of a coal cutter being more profitable, with as much, if not less, labour as that of a loader, more persons are attracted to take up the former job than the latter in C.P. coalfields. We, therefore, feel that some sort of incentive must needs be given to the loader. We suggest that his wages should be increased substantially as he fully deserves to be treated preferentially because of the strenuous nature of his work. He may be granted an increase of 50 per cent. over his basic wage of 1939, bringing his present wage to -/3/- per tub of 33.75 c. ft. capacity. We are of the opinion that a worker should be given increase in the flat rate, per unit, for minimum work done, and subsequently higher rates for increased output. By this method the loader will be able to earn the minimum wages for his minimum efforts which he is normally expected to do. Piece rate work presupposes increase in production in direct proportion to the effort made. No doubt, piece rates result in diversity of wages but having fixed a minimum for an average loader, our recommendations will lead to an increase in production. He may further be given -/1/- per tub for all the tubs loaded if the number comes to four or more per day. We hope that this concession would not only keep the loader at his job but would also induce him to work more zealously and regularly than at present thereby increasing the production generally.

**24. Underground Trolleyman.**—The case of an underground trolleyman also needs preferential treatment and should be treated on par with the tub loader. He pushes the tubs from a point nearest to the coal face to the point of haulage. He handles a large number of tubs every day and in doing so exercises considerable physical energy. He is a time-rated worker in C.P. and his weekly wages are always assured, while in Bihar and Bengal he is a piece-rated worker. In C.P. his wages in 1939 ranged from -/6/- to -/9/- a day. Our enquiries have revealed that there has been little or no increase in his basic wages ever since 1929. In most of the collieries, he has been receiving as low as -/6/- per day. We recommend that he may be given an increase of 50 per cent. in his basic wage of 1939, which may be taken as As. -/7/6 per day and his present wages be fixed at As. -/11/3 per day.

**25. Adult Male Time-rated Workers—Underground and Surface.**—It is the common experience in all industries that major disputes arise out of wage questions. The principle of "Living Wage" therefore, must receive our attention for all types of workers in the industry. An average worker should be able to satisfy his normal needs if he has to maintain his existence in a civilised community. We, therefore, suggest that the recommendations of the Board of Conciliation, in this behalf may be accepted and all male workers, underground and surface may be given a minimum wage of As. -/8/- per day and where not existing, it should be brought up to this standard.

**26. Female Labour.**—We further suggest that female labour (Rejas) who are now working on surface only, should be given the minimum wage of As. -/6/- per day. Their basic wage in 1939 was from As. -/3/- to As. -/5/- per day which has remained unaltered till this day.

**27. Other Workers.**—Increase of 33-1/3 per cent. or 50 per cent. in the basic wages of some, and rise in the minimum wages (up to -/8/-) of others would agitate the minds of the rest if they are not shown some sort of consideration. We, therefore, recommend that workers, both underground and surface, who are at present getting between As. -/8/- and Rs. 1/- per day and are not, otherwise, benefitted by the general increase in the basic rates of wages, and



who have had no increment since 1st July 1946 should be given an increase of 12 per cent. over their basic wage. This we find necessary and essential in order to secure peace.

**28. Dearness Allowance.**—The representatives of organised labour urged that since the Board of Conciliation has recommended 150 per cent. of dearness allowance, we should also see our way to recommend the same. They argued that whereas it is true that the cost of living in the Central Provinces is cheaper than in Bihar, as revealed by the Index Figures published by Government from time to time the variations in these figures for Jharia and Pench Valley are more or less constant. They maintained that these should therefore, be no differentiation between the percentages of dearness allowance granted in Bihar and in Pench Valley. On the other hand, the Coal Committee of the C.P. and Berar Mining Association referred us to the cost of living index figures for February 1947 for Jharia 389, base 121 in 1939; and Nagpur 307, base 100—1939. They stated that Pench Valley a rural area, was still cheaper than Nagpur and therefore, dearness allowance based on the rise in cost of living index figure should not be the same in Pench Valley as that for an expensive place like Jharia. They further said that anything over and above 100 per cent. in the way of dearness allowance would not be justifiable. Illustrating their argument by giving concrete examples, they said that the earning of a coal cutter in the light of the above recommendations, would be as follows:

	Rs.	a.	p.
Basic rate per 100 c.ft. of coal out by hand in 1939 . . . . .	2	4	0
33 1/3% increase in the basic rate . . . . .	0	12	0
	<hr/>		
New basic rate per 100 c.ft.	3	0	0
100% dearness allowance on new basic rate . . . . .	3	0	0
	<hr/>		
Total for 100 c.ft. coal out . . . . .	6	0	0
A minor cutting 33 1/3 c.ft. per day will receive . . . . .	2	0	0

which compares very favourably with remuneration of a coal cutter Rs. 1/14/- in Bengal and Bihar. Similarly the earnings of a loader would be:—

	Rs.	a.	p.	
Basic rate of 1939 . . . . .	0	2	0	per tub of 33.75 c. ft.
50% increase . . . . .	0	1	0	
	<hr/>			
New Basic wage . . . . .	0	3	0	
100% D. A. . . . .	0	3	0	
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	0	6	0	
Add -1/- per tub if four or more tubs are loaded . . . . .	0	7	0	per tub.
or . . . . .	1	12	0	for 4 tubs.

as compared to 1-14-0 for coal cutter-cum-loader in Jharia, Bengal and Bihar.

**Trolleyman**

	Rs.	a.	p.	
Basic wage in 1939 . . . . .	0	8	0	per day.
50% increase . . . . .	0	4	0	
	<hr/>			
New Basic wage . . . . .	0	12	0	
100% D. A. . . . .	0	12	0	
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	1	8	0	per day.

29. It will be observed that the above provides a level of wages comparable, in so far as varied circumstances permit with those granted by the Board of Conciliation for the Bengal and Bihar colliery workers. We are of the opinion that 100 per cent. dearness allowance on the new basic wages is fair and reasonable, and should be considered for all surface and underground colliery workers in C. P. drawing Re. 1/- or below per day. We further recommend that dearness allowance for other workers and staff, drawing Rs. 31 *p.m.* and above upto Rs. 800 *p.m.* should be given as indicated below with marginal adjustments whenever necessary.

Basic wage per month	Proposed scale of dearness allowance	Minimum
Up to Rs. 30 <i>p.m.</i> . . .	100%	Rs. 11 4 0
Rs. 31 to 100 . . . . .	66½%	Rs. 30 0 0
Rs. 101 to 300 . . . . .	40%	Rs. 66 10 0

30. **Lead and Lift Rates.**—In the bigger well organised collieries in C. P., there are not many instances, where loaders have to go beyond the requisite limit, as laid down by the Board of Conciliation, to earn lead and lift allowance but to induce owners to keep the loading point as near to the coal face as possible and mitigate hardship to the loader we suggest that the Board of Conciliation's recommendations in this respect may be given effect to in the C. P., coalfields also. This, however, should be considered as an allowance and not an increase on the basic wages.

31. **Standardisation of tubs.**—We are of the opinion that where conditions permit tubs of the same size should be supplied. This is essential to enable the miners, loaders and trolley-men to get uniform rate in the same colliery and preferably in the same coalfield. It is quite understood that in thin and highly inclined seams, tubs sizes will have to be governed by local conditions. There, however, appears to be no justification for different tub sizes in the same colliery. We recommend that the colliery owners should be asked to substitute the present tubs of various sizes of tubs of 30, 33.75 c.ft. only in the collieries in C. P. as and when replacements are found necessary, a period of two years should be given for complete replacements.

32. **Explosives, shovels, pickaxes, crowbars, baskets, etc.**—At present the cost of these implements is deducted to a greater or less extent, from the earnings of a coal cutter by almost all the colliery owners in the Pench Valley. Such deductions are not common in Wardha Valley collieries. The Board of Conciliation has deprecated the practice and we also agree that this should not be the case. But the owners represented that unrestricted use of explosives, would occasion a big loss to them, besides giving a prolific cause of friction between the shotfirers and the miners, one wanting to have an unlimited supply of explosives to save his labour and the other refusing to give more than the absolute minimum. It was brought to our notice in some of the collieries, picks-shoes, baskets, crowbars have to be paid for by the miners. The labour representatives, quite justifiably, felt very strongly on this point and urged that the practice should be put a stop to. These articles are indispensable accompaniments of the workers and should, on this score, be provided for by the employer. We recommend that deductions should not be made from the wages of the miner on account of the supply of the above mentioned, similar implements. As regards the issue of explosives, we, however, consider that unrestricted use of explosives might endanger the mine; so we recommend that, though explosives should be issued free of cost, the quantity to be issued should be fixed in consultation with the Inspector of Mine whose decision on

33. **Kerosene oil.**—At present the cost of Kerosene Oil is deducted from the mines in the Pench Valley. This is not justifiable. We recommend that four chattaks of kerosene oil should be issued free of cost to all the underground workers for use in an 8 hour shift.

34. **Foodstuffs.**—As in Bengal and Bihar so in the Central Provinces the average cost of concessions given by the employer on foodstuffs, cloth and other amenities amount to, roughly, -/6/- per day, per worker. The employers seemed to favour the idea that the cost of these concessions should be paid in cash, but we are strongly of the opinion that nothing of the sort should be done. Such concessions as are being granted by the colliery owners now to the workers, and which cost to the former at least -/6/- a day should continue as heretofore. Concessions amounting to less than an average of -/6/- per worker per day may be brought up to 6 annas per day.

35. This average of -/6/- per day is based on a family consisting of a worker, his wife and three dependants. In some cases a worker, without any dependants, will receive less as compared to a worker with a bigger family. It is not our intention to bring them to a par. The system which is prevailing in the collieries to give preference to a worker with a bigger family should continue. The average cost of foodstuff concessions to the colliery should not be less than -/6/- per worker.

36. The discontinuance of issue of foodstuffs at concessional rates would visit discomfort and inconvenience to the workers, who would be hard put to it if necessities of life are not readily available in the open market and have to be searched and paid for at exorbitant prices.

37. **Provident Fund.**—We recommend that one anna per rupee be deducted from the wages of a worker to which an equivalent amount be added by the employer in accordance with the Board of Conciliation's recommendations on the subject.

38. **Bonuses.**—Almost all the employers favour the idea of giving bonus. A vast majority of them would link the bonus with production rather than attendance. In some collieries bonus is paid on a slightly different basis. It is paid to the miners on the amount of coal raised by them individually over and above a specified figure. We agree with recommendations of the Board of Conciliation that four months bonus, two months linked with attendance and the other two with production, should be paid to the workers, subject to the condition that an underground worker puts in 60 days in a quarter and a surface worker 65 days in a quarter. This bonus should be limited to a person drawing upto Rs. 300 a month.

39. **Hingir Rampur Collieries.**—The system followed in the C. P. coalfields of engaging miners and loaders for separate work, prevails in the Hingir Rampur Colliery also, but the nature of the miner's work is perceptibly different from that of his counterpart in C. P. In the latter province, coal is under-cut by pick and blaster by explosives, but this is not the case in Hingir, where the coal is so tough that it cannot be won without blasting. Explosives are used extensively and to our knowledge this is the only colliery in India where unrestricted blasting is permitted. Consequently the miner is no other but a blaster. He has no occasion to use a pick and does not carry one. He uses a crowbar for drilling holes and dressing the gallery face. The wages paid to a cutter-cum-loader in Jharia coalfields, i.e. -/12/- per day are equally divided between the blaster and loader in Hingir. The blaster and loader are paid by tubs. While the blaster is paid -/6/- (net earnings) per tub of coal blasted, the loader is paid the same amount for loading one tub of coal cut. The system worked is that a gang of miners blasts the coal and another gang loads the same blasted coal, and everybody from these two gangs is paid his wages per tub. An average miner

average loader two per day. The capacity of the tub is 40-5 c.ft., or in terms of weight, about 16 cwt. The payment is made by tubs and not by cubic feet. We observed that the work of the loader is more arduous than that of the miner who does nothing but drilling and blasting. It was stated by the Manager that a worker would more readily become a blaster than a loader, the former work being less strenuous than the latter.

40. The case of the trammer is of exactly similar nature to that of the trammer in other coalfields. He is a daily rated man and is paid -/8/- a day at present.

41. The basic wages of the above three categories were fixed by the Jadhav Award in 1945, and we do not find any reason to modify it. We recommend that the blasters (or coal cutters) may be given 33½ per cent. in their present basic wage, the loader 50 per cent. and the trammer 50 per cent. According to this suggestion, approximate earnings of a coal cutter will be:—

	Rs.	As.	Ps.	
Basic wage 33½% increase	0	4	6	per tub
	0	1	0	
New basic wage	0	6	0	
Loader : basic wage 50% increase	0	4	6	per tub
	0	2	3	
New basic wage	0	6	9	
Trammer : basic wage 50% increase	0	6	0	
	0	3	0	
New basic wage	0	9	0	

42. From the evidence advanced before us, we are of opinion that the cost of living in Hingir Rampur is cheaper than at Jharia. The cost of living index figure is higher in Bihar than in Orissa:

	Cuttack	Behrampur	Jharia
February 1947	313	283	389
March	314	323	394
April	320	300	
May	327	261	

43. We, therefore, recommend that 100 per cent. dearness allowance should be paid on the basis of the new basic wage.

44. The present concession on foodstuffs falls very much short of the figure of the concession granted generally in other coalfields. It should be brought to the same standard as explained in paras. 34—86.

45. Explosives are issued free and so is the kerosene oil. But a deposit of Rs. 5 is required against the safe return of shovel issued to a worker. We feel that the practice may continue.

46. Other recommendation pertaining to the coalfields in C. P. made by us may be applied in full to this coalfield as well.

47. Our thanks are due to the management of the Hingir Rampur Colliery for laying at our disposal, at a very short notice, all the data that we needed for the study of our subject. We are also thankful to Mr. Kuntin, General Secretary of the Sambalpur Colliery Workers for his co-operation.

48. **General.**—It is regretted that owing to the limited time at our disposal and to the urgency of our decision on the question of wages for colliery workers in C. P. we were not able to devote any time to the study of the wages of the urban industrial labour or to compare the same with those now recommended by us.

49. We take the opportunity of expressing our grateful thanks to the members of the Coal Committee of the C. P. and Berar Mining Association, in particular, and the individual mine owners in general for the ready co-operation and the accommodating spirit they displayed throughout their discussions with us. We fully realise the inconvenience they were put to because of the inadequate period of time given to them to prepare their case, but this was a circumstance over which we had no control. We are also, at the same time, indebted to the leaders of the unionised labour chiefly to Mr. P. S. Ruikar, the President of the C. P. Mines Workers and Mr. Bhimanwar, for the manner in which they dealt with all the points we referred to them. We appreciate the spirit of compromise shown by the employers as well as the employees representatives. They readily accepted our proposals on which is based the enclosed agreement. (Vide appendix IV and V).

50. In the course of discussions with the employers the owner's representatives, both in C. P. and Orissa, emphasised the fact that it will not be possible for them to meet the extra expenditure involved without a corresponding increase in the selling price. This was a condition precedent to the signing of the agreement by both the parties.

51. We also appreciate the services of the staff selected for the work of Fact Finding Committee who in spite of several inconveniences, were able to render as much help as was needed for the successful functioning of the Committee. We place on record our appreciation of the services rendered to the Committee by our Secretary, Mr. A. Majid.

D. G. JADHAV,

A. B. GUHA,

Members, Fact Finding Committee.

Dated the 12th July, 1947.

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### PRESS NOTE

#### DEPARTMENT OF LABOUR

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#### Colliery Labour in C. P. to get more wages. Actual increases to be recommended by Special Committee.

The Government of India in the Labour Department have appointed a Fact Finding Committee to report on the extent to which monetary benefits and concessions can be granted to the colliery workers in the Central Provinces on lines similar to those granted to the colliery workers in Bengal and Bihar as a result of the recommendations of the Board of Conciliations (Colliery Disputes). The Committee which has been requested by the Government to submit its report before July 10, 1947, so that expeditious action may be taken in this matter, consists of two members, namely Mr. D. G. Jadhav, Regional Labour Commissioner, Bombay and Mr. A. B. Guha, Controller of Collieries, Ballarpur.

representatives of workers and employers' organisations in the Central Provinces, and if necessary, elsewhere.

The report of this Committee is expected to deal in the first place with the present rates of basic wages, lead and lift rates, dearness allowances and other concessions to these workers, who correspond to the main categories of labour which have been mentioned in the Report of the Board of Conciliation in its recommendation regarding increased wage rates. The Committee may also report on similar conditions relating to other distinct categories of workers, if it considers necessary.

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#### **Grants in C. P. To be equivalent to those in Bihar and Bengal**

The recommendations of the Committee will relate to the increases in basic wages, lead and lift rates, dearness allowances and other concessions, which may be allowed to the main categories of colliery labour already referred to, the aim of the recommendations being to give the colliery workers of the Central Provinces concessions equivalent to those given to corresponding categories of workers in the coalfields of Bengal and Bihar. In making the recommendations the Committee is expected to bring out the effect that the proposed increases may have on the real wages of colliery workers in the Central Provinces and compare the same with the real wages now enjoyed by workers in Bengal and Bihar under the settlement promoted by the Board of Conciliation.

If the Committee has sufficient time at its disposal, it may also collect data on the cost of living of urban industrial labour in the Central Provinces and on their wages, dearness allowances and other concessions. These may then be compared with the wages etc. enjoyed by rural colliery labour, firstly in the Central Provinces and then in Bengal and Bihar. This comparison, which will be valuable, may be instituted by the committee both on the basis of existing rates and on that of the Committee's final recommendations.

COPY OF THE TELEGRAM DATED THE 28TH JUNE, 1947, FROM THE LABOUR DEPARTMENT

GUHA,

CONTROLLER OF COLLIERIES, BALLARPUR.

(III) II Please include Hingir Rampur Collieries within scope of your committee stop Industries and Supplies Department consulted stop Inform Jadhav.

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May 22nd, 1947.

No. L.

1. Messrs. Shaw Wallace & Co., Parasia.
2. „ Ballarpur Collieries Co., Nagpur.
3. „ Newton Chikli Collieries Ltd., Parasia.
4. „ The C. P. Syndicate, Nagpur.
5. „ S. C. Cambatta & Co., Hirdagarh.

DEAR SIRS,

I shall be pleased if you kindly furnish me the following informations at a very early date.

Wages	D. A.	Cheap grain	Other concessions	Bonus	Remarks
		Cash value of the above			

*Wages of the Underground Workers, 1939*

Coal Cutters (Miners) .					
Trammers (Loaders) .					
Trolley-men . . . .					
Other under- ground workers } Piece and } daily rated					

*Wages of Surface Workers, 1939*

Surface workers { Male .					
{ Female					

Similar informations for 1941 and 1947 may please be furnished.

**BONUS**

	Maximum daily attendance	Average attendance per week per person	Minimum attendance required for earning Bonus	Bonus paid per person	Output per person per day	Remarks
Underground workers only.						
Surface workers only.						
Underground & surface workers only.						

These informations are required for the period you have paid Bonus to your surface and underground workers. Similar statements for each of your colliery in Pench Valley area may please be supplied with the least possible delay.

I understand the system of payment to your miners is by the cubicle contents cut and not by tubs loaded as in Bengal and Bihar. The mode of payment may please be clarified. Is the rate different for hand cut and machine cut galleries? If so, the average daily earnings of hand cut and machine cut miners may please be separately stated Does a trammer (loader) earn any more in a machine cut gallery than a trammer in a hand cut gallery?

Yours faithfully,  
A. B. GUHA.

## GOVERNMENT OF INDIA

## DEPARTMENT OF LABOUR

No.

Dated the 18th June, 1947

**Fact Finding Committee**

As per list attached 9449 to 9467

In paragraph 8 of the Government Resolution No. LR 2(103), dated the 12th May 1947, the Government of India announced that, although the recommendations of the Board of Conciliation (Colliery Disputes) were applicable only to collieries in Bengal and Bihar, appropriate action would be taken as early as possible in respect of coalfields in the Central Provinces and elsewhere. They have now appointed a Fact Finding Committee to hear and collect the views of the colliery owners and workers on matters relating to the existing rates of basic wages, lift and lead rates dearness allowance, supply of foodstuffs and cloth, and the grant of other concessions if any. The committee, which consists of myself and Mr. A. B. Guha, Controller of Collieries, Ballarpur, would like to ascertain from all concerned what monetary benefits should be granted so as to give colliery workers in the Central Provinces concessions equivalent to those given in similar categories of workers in the Bengal and Bihar Coalfields.

2. You are, therefore, requested to submit to the Committee, so as to reach it not later than the 20th June 1947, a brief memorandum covering the following points:—

1. Different categories of workers employed in the colliery.
2. Rates of basic wages of each category, together with lift and lead rates, prevalent on 1st December 1940, 1st December 1946, and now.
3. System of payment—time or piece rates.
4. Rates of overtime payment.
5. Rates of Dearness Allowance granted from time to time since 1940.
6. Details of necessities of life supplied:
  - (i) Foodstuffs: (a) Commodities,
  - (b) Quantities,
  - (c) Rates,
  - (d) Extent of concessions, if any,
  - (e) No. of family members entitled to the concessions,
  - (ii) Cloth: (a) Quality,
  - (b) Quantity,
  - (c) Rates,
  - (d) Extent of concessions, if any,
  - (e) Persons entitled to its supply.
  - (iii) Other necessities of life.
  - (iv) Cash value of foodstuffs, cloth and other necessities of life granted to each worker per month.
7. Capacity of tubs.
8. Rates of payment per tub.
9. Production figures per month before the supply of foodstuffs, etc. was rationed.
10. Production figures per month during the temporary stoppage, if any, of foodstuffs and other concessions.



11. Production figures per month for a period of six months immediately after the supply of foodstuffs etc. was rationed and distributed by the colliery at concessional rates.
12. Average number of hours per day and average number of days per week worked by an employee.
13. At a date, to be fixed later, the Committee would like to take the evidence of your representative on any of the above points, should it be found necessary. You may, if you so desire, authorise the C. P. Mine Owners Association to lead evidence on your behalf, if you are a member of that Association.

I have the honour to be,

Sr,

Your most obedient servant,

D. G. JADHAV,

Regional Labour Commissioner (Central)  
Southern Zone, Bombay.

1. Messrs. Shaw Wallace & Co., Colliery Owners, Parasia, C. P.
2. Messrs. R. S. H. Verma & M. Kanhaiyalal & Co., Ltd., Colliery Owners, Parasia Colliery, Chhindwara, C. P.
3. Messrs. Ahsan Abdul Ali, Colliery Owners, Bhandra Colliery, Nagpur.
4. Messrs. The Newton Chick Collieries Ltd., Parasia, C. P.
5. The Manager, East Barkui Colliery, Parasia, C. P.
6. The Manager, West Barkui Colliery, Parasia, C. P.
7. Messrs. Waljee Bhimjee & Sons, Colliery Owners, Chogri Barkui Colliery, Chogrim, C. P.
8. R. S. P. S. Sial & Sons, Colliery Owners, Chogri Colliery, Chogrim, C. P.
9. Messrs. Kisan Chand & Co.; Colliery Owners, Dhao Colliery, Dhao, Chhindwara, C. P.
10. Messrs. Misrilal Meghraj & Sons, Colliery Owners, Ambara Colliery Junnordeo, C. P.
11. Messrs. N. H. Ojha & Co. Ltd., Colliery Owners, Palachourai Colliery, Junnordeo, C. P.
12. The Kolhia Hirdagarh, C. P. Ltd., Colliery Owners, Kolhia Colliery, Kolhia, C. P.
13. The C. P. Syndicate Limited, Colliery Owners, Kalichhapur & Damua Collieries, Nagpur.
14. Mr. Nandlal, Colliery Owner, Garjandoh & Collieries, Chhindwara, C. P.
15. Messrs. Dahmia Jain & Co., Ltd., Colliery Owners, Junnordeo No Colliery, Junnordeo, C. P.
16. Mr. I. A. T. Warde, Colliery Owner, Chorawari Kalam Colliery, Chorawari, C. P.
17. The Hirdagarh Collieries Ltd., Colliery Owners, Hirdagarh Collieries, Gharawari, C. P.
18. The Ballarpur Collieries Co., Ltd., Colliery Owners, Nagpur.
19. The Rakhikol Collieries Ltd., Colliery Owners, Rakhikol Collieries, Rakhikol, C. P.
20. The Chairman, C. P. & Berar Mining Association, Coal Committee, Hirdagarh, Chhindwara, C. P.
21. Aauritlal Ojha & Co., Colliery Owners, Bombay.

**THE O. P. AND BERAR MINING ASSOCIATION COAL COMMITTEE**  
**Memorandum**

To

The Fact Finding Committee, Camp, Chhindwara.

Dear Sir,

Ref.—Chairman, Coal Committee's interview with you on 28<sup>rd</sup> June 1947.

As desired by you in the interview referred to above we beg to give below our proposals regarding revision of wages and other concession which in our opinion will reasonably facilitate the development of an efficient, contented and settled labour force in the coalfield. We understand that the guiding principles for your Committee while examining the conditions will be those contained in the report of the Conciliation Board set up by the Government for the Bengal and Bihar Coalfields.

2. We have, therefore, in formulating these proposals taken this report as the basis of our calculations, since the cost of the wage increases, and other improvements suggested cannot be met out of the present resources of the industry, and are entirely dependent upon a substantial increase in the selling price.

3. **Wage Rates.**—While in Bengal and Bihar a coal cutter has to cut and load coal; here in the Pench Valley, he only cuts coal. The quantity of coal cut per miner per day is therefore greater than the quantity cut and loaded per miner per day in Bengal. In considering what wage increase should be applied to the miner, the Coal Committee have in mind increasing the basic rate to improve the standard of living and increasing the dearness allowance to bring the wages more into line with the increased cost of living. In fixing what the increased percentage on the basic rate and the D. A. should in our opinion be, in Pench to give the same net advantage as the 50 per cent. and 150 per cent. given in Bengal and Bihar we have taken the wage of the miner here following the procedure of the Bengal and Bihar Conciliation Award.

4. From existing records it can be shown that a miner cuts in Pench about 33 1/3 cft. of coal per shift of 8 hours. Good miners can and do cut considerably more but all miners cut at least 33 1/3 cft. The wage of the miner in 1939 was 12 annas and the average rate of payment was 12 annas per 33.1/3 cft. of coal cut.

5. Comparing the basic rates it will be seen that a percentage addition of 33.1/3 per cent. will maintain the advantage the Pench miner has had over the miner in Bengal and Bihar.

<i>Basic rates of coal cutters or miners</i>		<i>Advantage Pench has over Bengal</i>	
	Bengal	Pench	
In 1939 . . .	0 8 0		0 12 0      4
50% Increase . .	0 4 0	33 1/3% Increase	0 4 0
	<u>0 12 0</u>		<u>0 16 0</u> 4

We, therefore, recommend a percentage increase of 33.1/3 per cent. of the 1939 basic rates.

**Dearness Allowance.**—With regard to the dearness allowance we feel that consideration should be given to the relative cost of living figures between Bihar (Jharia) and Pench, and to the figure of 150 per cent. which has been awarded in Bengal and Bihar. We have endeavoured to evaluate the relative additional cost of living figures between the two coalfields and comparative figures as far as information is available show the proportion to be 289 (Bihar) to 207 (Nagpur).

The figures of 289 and 207 are arrived at by reference to the Government of India Cost of Living Index figures for February, 1947, which show that in Jharia the additional cost of living is 268 in C. P. compared with an additional cost of 207 in Nagpur. It is well recognised that the cost of living is much lower in the rural district of the coalfields as compared with the urban Nagpur.

Applying these proposed rates as it affects the coal cutter the following rates will apply:—

	Rs.	A.	P.
Basic rate per 100 c. ft. of cut in 1939 . . . . .	2	4	0
33.1/3% increase on basic rate. . . . .	0	12	0
<hr/>			
New basic rate per 100 c. ft. . . . .	3	0	0
100% D. A. as allowance on new basic . . . . .	3	0	0
<hr/>			
Total per 100 c. ft. coal cut . . . . .	6	0	0
<hr/>			

The coal cutter will therefore receive Rs. 2 per day plus -/6/- concession referred to later in the memorandum.

Total Rs. 2/6/- per day.

The above proposals are based on a coal cutter cutting only 33.1/3 c.ft. coal in solid per shift. We consider that given the necessary endeavour on the part of the miner the vast majority of the workers can cut considerably more than this amount of coal, and in many instances are already doing so.

In the depillaring area and roof, floor and side dressing where conditions are easier, the rates will be proportionately adjusted. Great care should be taken not to increase depillaring rates to the disadvantages of rates fixed for development areas, as difficulty is experienced at present in getting miners to work on development when depillaring is available.

**Loaders.**—We consider that the loader in this coalfield should receive special consideration because the basic rate in 1939, we consider to be low. This was the result of various factors, the chief of which perhaps was that this category of work was predominantly done by female labour. Families used to be engaged and the employment of female labour influenced the rates. Today the women are not permitted to work underground and the loaders family earning has fallen. On this account we propose increasing the 1939 basic by 50 per cent instead of 33 1/3 per cent, we have recommended for coal cutters.

The resultant rates we therefore recommend are as follows:—

1939 basic rate per tub . . . . .	2 annas
Increase of 50% on above . . . . .	1 anna
<hr/>	
New basic rate . . . . .	3 annas
100% D. A. on new basic . . . . .	3 annas
<hr/>	
Total per tub . . . . .	6 annas

If a loader loads four or more tubs of 33.75 c.ft. capacity of tubs per shift, he will be entitled to an increase rate of -/1/- per tub, bringing his wages to Rs. 1/12/- per day plus -/6/- grain concessions.

**Trolley Men.**—We consider that the trolley men should also receive the 50 per cent. increase to basic rates, due to the reason given for loaders.

The resultant rates would be as follows:—

1939 basic rate . . . . .	0	7	6
50% increase . . . . .	0	3	9
<hr/>			
New basic rate . . . . .	0	11	3
100% D. A. . . . .	0	11	3
<hr/>			
	1	6	6
<hr/>			
Plus -/6/- grain concessions			

**Adult Male Time Rated Workers—Underground and Surface.**—We accept the recommendations of the Conciliation Board Award that the minimum basic rate should be Re. -/8/- per day.

**Lift and Lead.**—We accept the scales prescribed in the Award of the Conciliation Board.

**Standardisation of Tub.**—We are agreeable to reasonable standardisation of tubs taking into account the varying seam thicknesses in the Pench Coalfield.

**Dearness Allowance to Monthly Paid Staff.**—We are prepared to accept the scales recommended in the Conciliation Board Award for categories from Rs. 30 to Rs. 300 per month. Categories below Rs. 30 will receive 100 per cent. dearness allowance.

We are prepared to draw up a scale for workers getting from As. -/6/- to Re. 1 a day and prescribe rates in detail to cover all other main categories of colliery workers who are not covered by the general increase in basic rates of wages. The guiding figure in this should be 1 per cent. increase over the basic wages. It is hoped that this will smoothen anomalies.

**Explosives.**—We do not agree that unlimited explosives should be issued free to miners. We agree with a reasonable amount being provided free, and dispute as to what is a reasonable amount should be settled by the Inspector of Mines.

**Kerosene Oil.**—We are of the opinion that up to 4 chattaacks Kerosene oil should be issued to the miner free of cost per shift of 8 hours for use at his work.

**Overtime Work.**—We agree that 1½ times wages should be paid to daily rated staff for overtime work and work done on rest days.

**Concessions.**—The foodstuffs concessions should be given at the rate of annas -/6/- per day per worker.

**Bonus.**—We agree that 4 months basic wages per annum as bonus should be given to monthly and daily rated workers getting upto Rs. 300, two months bonus on production and two months bonus on attendance. Attendance bonus should be paid to workers who put in a minimum of 60 days attendance per quarter for underground workers and 65 days for surface workers. The average attendance underground in Pench can be taken as 47 or approximately 60 days per quarter. If a figure is fixed less than this, the attendance bonus will not be likely to result in improved attendance. We consider the figure fixed for Bengal and Bihar to be low for this coalfield. Production Bonus will be paid in accordance with a scheme to be submitted and agreed upon later.

**Provident Fund.**—We agree that the basis of the Fund should be contributed at the rate of -/1/- per rupee on basic wages. Deductions to meet this cost for daily rated workers will be made from bonus payments. Rules and Regulations will be worked out at a later date.

**Cloth and Other Concessions.**—We are of the opinion that these concessions should now be discontinued in view of the general increase in the wage levels, apart from the six annas per day already agreed upon.

**Selling Price.**—The cost of suggested increases to basic rates and dearness allowance, of bonus payments and of Provident Fund cannot be met out of the present resources available to the industry. We consider that a very substantial increase to the selling price will be essential, and calculations are being made to arrive at the exact figure.

" Our recommendations are made only subject to the increased cost being met by a corresponding increase in the selling price. In this coalfield the royalty payable to the Government is 5 per cent. of the pitmouth value, and allowance of 1/10 will have to be made for this in computing the increased selling value. There is a suggestion by the C. P. Government that the royalty rates should be increased from 5 per cent. to 10 per cent. of the pitmouth value. If this comes about, the selling rate will have to be revised again.

We already have an application before the Government of India for an increase in selling price of Rs. 2 per ton to compensate for existing increased costs of mining and when the new prices are fixed our previous representations should also be taken into consideration.

The increased wages should only apply from the date the increased selling rates come into force, and not from the date of the publication of the report.

There is serious dissatisfaction amongst the workers at the bad quality of grain supplied and the inadequate supply of cloth and sugar. Will the Fact Finding Committee kindly impress on the Government of India the importance of making improvements in these vital matters.

A copy of the representation made to the C. P. Government as also a copy of the reply is attached herewith.

The welfare work under the Coal Mines Welfare Commissioner should also be expedited. The construction of the maternity and child welfare centres, hospitals and miners' quarters should start at once as already these works have been considerably delayed. The scheme to provide adequate supplies of water to the coalfield area should be taken in hand without delay.

We are grateful to the Fact Finding Committee for the patient and sympathetic hearing which they are giving to our Association.

Yours faithfully,

(Sd.)

Members,

Coal Committee.

The C. P. and Berar Coal Mining  
Association.

I agree to the above suggestions made by the Coal Committee C. P. and Berar Mining Association presented to the Fact Finding Committee, subject to the condition that all the above suggestions will be given effect to, from the date of publication of the Government decision.

(Sd.) R. S. RUMRA,

President,

C. P. Mine Workers Union.

Chhindwara, the 20th June 1947

**COLLIERY MAJUR SEWA MANDAL**

Head Office: CHANDA.  
Branch Office: Ballarpur, C. P.

*Dated the 1st July 1947.*

To

The Fact Finding Committee,  
Camp Ballarpur, C. P.

Dear Sir,

After careful discussion and consideration on the terms of the agreement arrived between C. P. Mine Workers Union and C. P. and Berar Mining Association, Coal Committee, Chhindwara, and presented to the Fact Finding Committee, we, the representatives of the Colliery Majur Sewa Mandal, Chanda, do hereby give the consent to abide by the same terms of agreement, subject to the same condition as put forward by Mr. R. S. Ruiker.

Yours faithfully,  
P. N. BHIMANWAR,  
President.

D. P. KAWADKAR  
Secretary,  
Colliery Majur Sewa Mandal

S. C. AGGARWAL,  
*Deputy Secy. to the Govt. of India.*